

PR-07

PROGRAM REVIEW



PROFESSIONAL MILITARY EDUCATION

NETC N5

8 November
2004

PROGRAMS

- **Graduate Education**
 - Graduate Education Voucher Program
 - Officer Scholarship Program
 - Olmsted Scholarship Program
 - Executive Training Program
 - Fellows Programs
- **Advanced Education (Enlisted Education Program)**
- **Enlisted JPME and NPME**
- **Business Education Requirements**

Provide Descriptive Links for all Programs

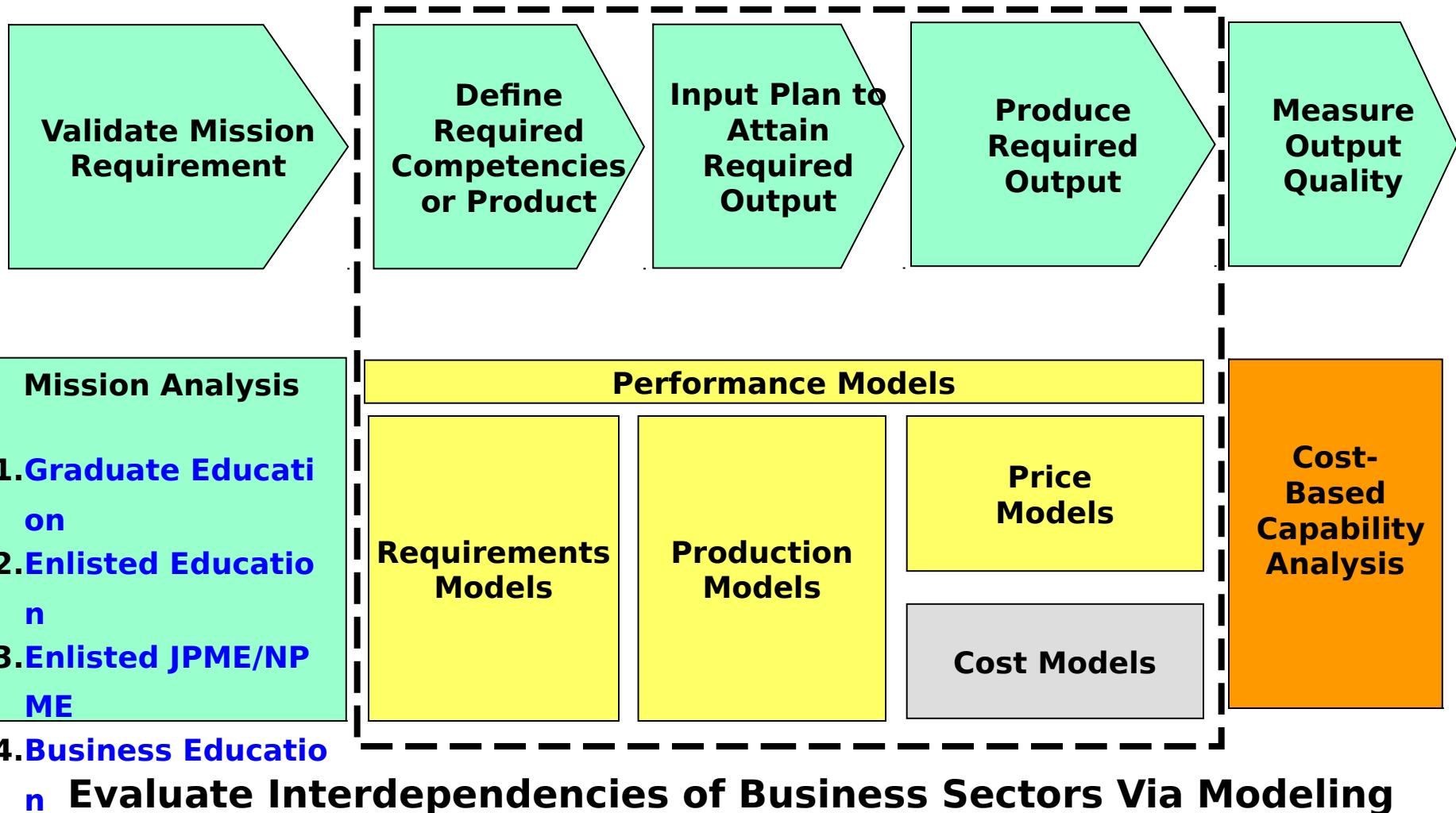
STRATEGY ALIGNMENT

Discuss Program Alignment With Overarching Strategy

ASSESSMENT APPROACH



Identify and Assess Processes and Outputs of Key Business Sectors



RESOURCES SUMMARY PROFILE

Manpower

End Strength	FY06	FY07	FY08	FY09	FY10	FY11
Required						
Funded						
Delta						
Officer						
Required						
Funded						
Delta						
Enlisted						
Required						
Funded						
Delta						
Civilian						
Required						
Funded						
Delta						

RESOURCES SUMMARY PROFILE

O&MN Funding

PE / AGSAG	FY06	FY07	FY08	FY09	FY10	FY11
Required	\$0.0M	\$0.0M	\$0.0M	\$0.0M	\$0.0M	\$0.0M
Funded	\$0.0M	\$0.0M	\$0.0M	\$0.0M	\$0.0M	\$0.0M
Delta	\$0.0M	\$0.0M	\$0.0M	\$0.0M	\$0.0M	\$0.0M

- Major Cost Drivers
- Shortfall Caused by ...

STATUS OF BUSINESS INITIATIVES

**Address Progress of Existing
Initiatives and Identify New**

UNFUNDED ISSUES

- Issue 1: **Title**
- Issue 2: **Title**
- Issue 3: **Title**
- Issue 4: **Title**
- Issue 5: **Title**

**Up to 5 Prioritized issues -
Linked to specifics slide (to
be submitted to Web Based
Issue Collection System)**

LINKED SLIDES

GRADUATE EDUCATION VOUCHER PROGRAM

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- **Description**

- **O3-O5 URL Officers**
- **Navy Funds Up to \$20,000 Per Year for 2 Years**
- **VOLED at the Master's Degree Level**
- **Degrees Must Meet Subspecialty Requirements**
- **NETPDTC Provides Program Execution Support**
- **Service Obligation Three Times Number of Months up to Maximum of 3 Years and a Minimum of 2 Years**
- **N00T Resource Sponsor**

- **Requirements Based on:**

- **NAVADMIN**
- **Historical Data**
- **Projected Education Cost Inflation**

**Provide
Description**



OFFICER SCHOLARSHIP PROGRAM

- **Description**
 - **Fleet Officers and USNA / NROTC Midshipmen First Class**
 - **Navy Provides Permission to Seek Scholarships and Attend Graduate Studies**
 - **Beginning FY04 - Scholarship for at Least 50% Tuition Cost Required - Was 25%**
 - **Service Obligation Three Times Number of Months up to Max of Three Years**
 - **N00T Resources IA Only**
- **Program Execution**
 - **NETPDTC Supports Fleet Applicants**
 - **NSTC Supports NROTC Applicants**
 - **USNA Supports USNA Applicants**
- **Requirements Based on:**
 - **OPNAVINST 1520.24B**
 - **NAVADMIN**
 - **10USC 2603**
 - **DODD 1322.23**

**Provide
Description**



OLMSTED SCHOLARSHIP PROGRAM

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- **Description**
 - **Line Officers: 3-10 Years Commissioned Service**
 - **2 Years of Graduate Study at Foreign University in Foreign Language**
 - **Olmsted Foundation Pays Tuition**
 - **Service Obligation Is Three Times the Length of the Program**
 - **N00T Resources IA Only**
 - **NETPDTC Provides Program Execution Support**
- **Requirements Based on:**
 - **OPNAVINST 1520.24B**
 - **NAVADMIN**

**Provide
Description**



EXECUTIVE TRAINING PROGRAM

- **Description**
 - **06 URL Officers With Master's Degree or Subspecialty**
 - **Management Courses Taken With Corporate, Academic and Government Leaders to Explore Current Management Developments**
 - **Syracuse University National Security Management Course - Only Offering**
 - **ODASN (Civilian Personnel / EEO) Manages the Program and Selects Participants**
 - **Service Obligation Is Two Years Upon Completion of the Course**
 - **NETC Currently Conducting Pilot Program With Center for Creative Leadership to Provide Leadership Programs for Officers Enroute to Command Assignments**
 - **N00T Resource Sponsor**
- **NETPDTC Provides Program Execution Support**
 - **Coordinates Application Process**
 - **Prepares Application Packages for Selection Board**
 - **Notify Selectees and Provide Program Payment**
- **Requirements Based On:**
 - **SECNAVINST 1520.14**
 - **Projected Education Cost Inflation**

Provide Description



FELLOWS PROGRAMS

- **FEDERAL EXECUTIVE**

- **O4 and Senior URL / RL Officers With Demonstrated, Sustained, Exceptional Levels of Performance**
- **CNO N3 / N5 Serves as Program Chairman and Primary Sponsor**
- **N00T Funds Student IA - 20 Fellows at 16 Institutions**

- **SECDEF**

- **O5 and O6 URL, RL Supply Corps and Civil Engineer Corps Officers With Demonstrated, Sustained, Exceptional Levels of Performance**
- **CNO N3 / N5 Serves as Program Chairman and Primary Sponsor**
- **OSD Reviews Nominees / N00T Funds Student IA**

- **LEGISLATIVE**

- **O4 and O5 Service College Eligible URL / RL and Staff Corps Officers**
- **BUPERSINST 1560.21C of 11 Feb 03 Designates N00T as Sponsor**
 - **No N00T Resources Currently Programmed**
- **Assigned to OLA for Administrative Purposes**

Provide Description



ADVANCED EDUCATION (ENLISTED EDUCATION PROGRAM)

**Provide
Description**



ENLISTED JPME AND NPME

**Provide
Description**



BUSINESS EDUCATION REQUIREMENTS

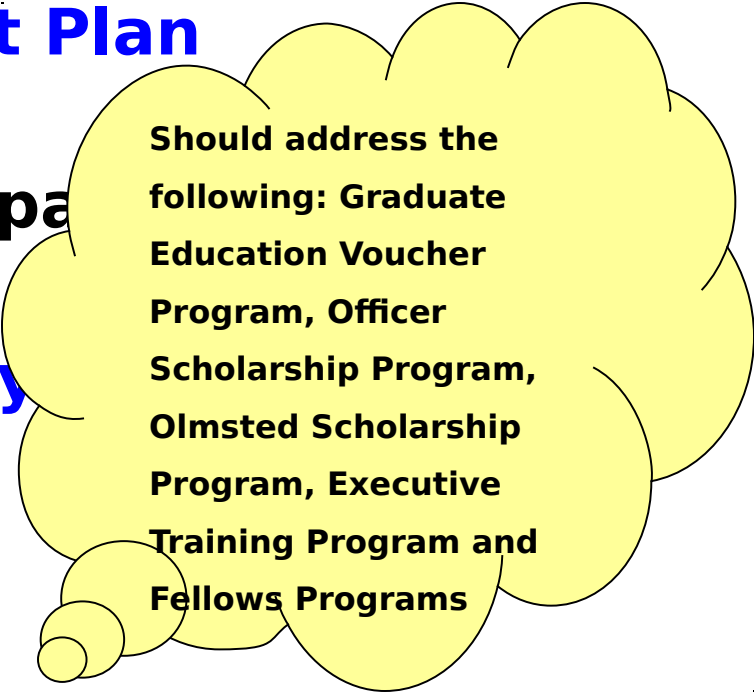
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GRADUATE EDUCATION

Analysis Results

- Validate **Mission Requirement**
- Define **Competencies** and Skill Sets
- Demand Basis for **Input Plan**
- Develop **Production Capa**
- Measure Output **Quality**



Should address the following: Graduate Education Voucher Program, Officer Scholarship Program, Olmsted Scholarship Program, Executive Training Program and Fellows Programs



VALIDATE MISSION REQUIREMENT

Program Area - Graduate Education

Requirements Should be Prioritized and Based On Valid Fleet and Navy Needs...

- **Fleet Mission Tasking**
 - JMETLs
 - NMETLs
 - ROC / POE
- **Policy: DoD / CJCS / DoN Dir**
- **Statute: Title 10 U.S. Code**
- **Strategy**
 - Strategic Planning Document
 - Sea Power 21
 - CNO Guidance

Describe How Requirements are Prioritized and Based On Valid Fleet and Navy Needs

Should address the following: Graduate Education Voucher Program, Officer Scholarship Program, Olmsted Scholarship Program, Executive Training Program and Fellows Programs



DEFINE COMPETENCIES AND SKILL SETS 20

~~Program Area Graduate Education~~

- **Overall Assessment**
 - **Discuss How Skill Sets Determined**
 - Define Methodology and Identify Stakeholders
 - **Evaluate Effectiveness of Methodology**
 - **Determine Extent to Which Skills Meet Fleet Requirement**
 - **Determine Extent to Which HPSM Applied**
- **Improvement Opportunities**
 - **Determine Factors Which Make**
 - Changing Environment, Vague Fleet
- **Risk**
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 - Factors Driving Risk - Timeline, Method

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INPUT PLAN

Program Area - Graduate Education

- **Overall Assessment**

- **Discuss Methodology Used to Project Inputs**
 - Define Methodology and Identify Stakeholders
- **Evaluate Effectiveness of Methodology**
- **Determine Extent to Which Quantity Meet Fleet Requirements**
- **Identify Projected Workload**

- **Improvement Opportunities**

- **Factors Making Input Projection Difficult**
- **Identify Potential Improvements**

- **Risk**

- **Define Risks of Inaccurate Input**
 - Where/ When Risk Occurs and Potential
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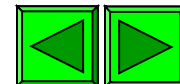


GRADUATE EDUCATION

Projected Workload

**Explain differences between
quotas and participants**

Program		FY06	FY07	FY08	FY09	FY10	FY11
Graduate Education Vouchers	Annual Quotas	118	113	108	103	98	93
	Participants Required and Funded	288	275	261	249	237	226
Officer Scholarsh ip Program	Annual Quotas	31	31	31	31	31	31
	Participants Required and Funded	58	58	58	58	58	58
Olmsted Scholarsh ip Program	Annual Quotas	5	5	5	5	5	5
	Participants Required and Funded	2	2	2	2	2	2



GRADUATE EDUCATION

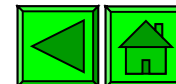
Projected Workload

Executive Training Program	FY06	FY07	FY08	FY09	FY10	FY11
Participants Required and Funded	25	25	25	25	25	25

Need Status of Pilot Program

NETC Currently Is Conducting a Pilot Program for Creative Leadership to Provide Leadership Programs for Officers Enroute to Command Assignments

Fellows Programs		FY06	FY07	FY08	FY09	FY10	FY11
Federal Executive	Participants Required	20	20	20	20	20	20
	Participants Funded (IA)	20	20	20	20	20	20
SECDEF	Participants Required	2	2	2	2	2	2
	Participants Funded (IA)						
Legislative	Participants Required	6	6	6	6	6	6
	Participants Funded (IA)	6	6	6	6	6	6



PRODUCE REQUIRED OUTPUT

Program Area - Graduate Education

- **Overall Assessment**

- **Determine Capability to Produce Product**
- **Define Methodology**
- **Discuss Process Used to Prioritize Requirements**
- **Evaluate Capacity and Infrastructure**
- **Identify Resources Required to Meet Capacity and Unfunded Requirements**

- **Improvement Opportunities**

- **Factors Making Production Difficult**
- **Identify Productivity Enhancements and Process Efficiencies**
- **Address Potential Reductions in Capacity and Infrastructure**

- **Risk**

- **Define Risks of Insufficient Capability or Capacity**
- **Characterize Risk As Low, Medium or High**

Manpower O&MN



GRADUATE EDUCATION

Manpower

End Strength	FY06	FY07	FY08	FY09	FY10	FY11
Required						
Funded						
Delta						
Officer						
Required						
Funded						
Delta						
Enlisted						
Required						
Funded						
Delta						
Civilian						
Required						
Funded						
Delta						



GRADUATE EDUCATION O&MN Funding

PE / AGSAG	FY06	FY07	FY08	FY09	FY10	FY11
Required	\$0.0M	\$0.0M	\$0.0M	\$0.0M	\$0.0M	\$0.0M
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- **Discuss Funding Status**
- **Potential Initiatives to Reduce Program Costs**
- **FY06-07 Risk Assessment - High, Medium or Low**
- **Submitted as Priority X of 5 Unfunded Issues (if Submitted)**



MEASURING OUTPUT QUALITY

Program Area - Graduate Education

- **Overall Assessment**

- **Discuss How Product Quality Determined**
 - **Define Methodology and Identify Stakeholders**
- **Evaluate Effectiveness of Methodology**
- **Determine Extent to Which Product Quality Meets Fleet / Other Requirement**
- **Determine Extent to Which HPSM Applied**

- **Improvement Opportunities**

- **Factors Making Product Quality Measurement Difficult**
- **Identify Potential Improvements to Product Quality**

- **Risk**

- **Define Risks of Not Effectively Measuring Product Quality**
 - **Potential Consequences**
- **Characterize Risk As Low, Medium or High**
 - **Factors Driving Risk - Timeline, Method Used, Expertise, Funding...**



ENLISTED EDUCATION PROGRAM

Analysis Results

- Validate **Mission Requirement**
- Define **Competencies** and Skill Sets
- Demand Basis for **Input Plan**
- Develop **Production** Capability
- Measure Output **Quality**



Program Area - Enlisted Education ~~Program~~

Requirements Should be Prioritized and Based On Valid Fleet and Navy Needs...

- **Fleet Mission Tasking**

- JMETLs
- NMETLs
- ROC / POE

Describe How Requirements are Prioritized and Based On Valid Fleet and Navy Needs

- **Policy: DoD / CJCS / DoN Directives**

- **Statute: Title 10 U.S. Code**

- **Strategy**

- Strategic Planning Documents
- Sea Power 21
- CNO Guidance



Program Area - Enlisted Education **Program**

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ENLISTED EDUCATION PROGRAM

Projected Workload

32

	FY06	FY07	FY08	FY09	FY10	FY11



PRODUCE REQUIRED OUTPUT

33

Program Area - Enlisted Education

~~Program~~

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Manpower O&MN



ENLISTED EDUCATION PROGRAM

Manpower

34

End Strength	FY06	FY07	FY08	FY09	FY10	FY11
Required						
Funded						
Delta						
Officer						
Required						
Funded						
Delta						
Enlisted						
Required						
Funded						
Delta						
Civilian						
Required						
Funded						
Delta						



ENLISTED EDUCATION PROGRAM

O&MN Funding

PE / AGSAG	FY06	FY07	FY08	FY09	FY10	FY11
Required	\$0.0M	\$0.0M	\$0.0M	\$0.0M	\$0.0M	\$0.0M
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ENLISTED JPME and NPME Analysis Results

- Validate **Mission Requirement**
- Define **Competencies** and Skill Sets
- Demand Basis for **Input Plan**
- Develop **Production** Capability
- Measure Output **Quality**



Program Area - Enlisted JPME and ~~NPME~~

*Requirements Should be Prioritized and Based On
Valid Fleet and Navy Needs...*

- **Fleet Mission Tasking**

- JMETLs
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**Describe How Requirements are
Prioritized and Based On Valid
Fleet and Navy Needs**

- **Policy: DoD / CJCS / DoN Directives**

- **Statute: Title 10 U.S. Code**

- **Strategy**

- Strategic Planning Documents
- Sea Power 21
- CNO Guidance



DEFINE COMPETENCIES AND SKILL SETS

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~~Program Area - Enlisted JPME and NPME~~

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INPUT PLAN

Program Area - Enlisted JPME and NPME

- **Overall Assessment**
 - **Discuss Methodology Used to Project Inputs**
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ENLISTED JPME and NPME

Projected Workload

	FY06	FY07	FY08	FY09	FY10	FY11
Senior Officer / Exec Enlisted (O5-6 / E9 CMC)	10,528	10,458	10,358	10,231		
Intermediate Officer / Senior Enlisted (O4 / E6-7)	20,255	20,109	19,906	19,680		
Primary Officer / Intermediate Enlisted (O1-3 / E6-7)	112,145	111,304	110,162	108,955		
Primary Enlisted (E3-5)	199,051	197,491	195,414	193,371		
Pre-Comm / Accession (Midshipmen)	4,312	4,283	4,243	4,203		
Total	346,502	343,855	340,291	336,645		

Officer?

Need Enlisted Break-Out



PRODUCE REQUIRED OUTPUT

Program Area - Enlisted JPME and NPME

- **Overall Assessment**

- Determine Capability to Produce Product
- Define Methodology
- Discuss Process Used to Prioritize Requirements
- Evaluate Capacity and Infrastructure
- Identify Resources Required to Meet Capacity and Unfunded Requirements

- **Improvement Opportunities**

- Factors Making Production Difficult
- Identify Productivity Enhancements and Process Efficiencies
- Address Potential Reductions in Capacity and Infrastructure

- **Risk**

- Define Risks of Insufficient Capability or Capacity
- Characterize Risk As Low, Medium or High

Manpower O&MN



ENLISTED JPME and NPME Manpower

End Strength	FY06	FY07	FY08	FY09	FY10	FY11
Required						
Funded						
Delta						
Officer						
Required						
Funded						
Delta						
Enlisted						
Required						
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Civilian						
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MEASURING OUTPUT QUALITY

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BUSINESS EDUCATION

Analysis Results

- **Validate **Mission Requirement****
- **Define **Competencies** and Skill Sets**
- **Demand Basis for Input Plan**
- **Develop Production Capability**
- **Measure Output Quality**



VALIDATE MISSION REQUIREMENT

Program Area - Business Education

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DEFINE COMPETENCIES AND SKILL SETS 48

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INPUT PLAN

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BUSINESS EDUCATION

Projected Workload

	FY06	FY07	FY08	FY09	FY10	FY11



PRODUCE REQUIRED OUTPUT

Program Area - Business Education

- **Overall Assessment**

- **Determine Capability to Produce Product**
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Manpower O&MN



BUSINESS EDUCATION

Manpower

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ISSUE 1: Title

PE / AGSAG	FY06	FY07	FY08	FY09	FY10	FY11
Required	\$0.0M	\$0.0M	\$0.0M	\$0.0M	\$0.0M	\$0.0M
Funded	\$0.0M	\$0.0M	\$0.0M	\$0.0M	\$0.0M	\$0.0M
Delta	\$0.0M	\$0.0M	\$0.0M	\$0.0M	\$0.0M	\$0.0M

- **Description**
 - **Consists of Manpower, Contracts, Equipment, Supplies, Travel ... Shortfalls**
- **Capability at Current Funding**
 - **Production versus Requirement**
- **Alternatives at Current Funding Levels**
 - **Impact / Risk to Whom**

